

Acting Assistant Director for Operations

1 April 1960

Chief, FBIID

Comment on Inspector General's Survey of the Career Service

1. I agree generally with the IG's listing of defects in the present career service system. Certain features of this system are, however, very useful to me as a supervisor. The advice of the FBIID Career Service Board is especially helpful in such matters as competitive evaluations and promotion recommendations. I would not like to see a new career service system remove or lessen these functions in FBIID.
2. Under the IG proposal, after specialist and support personnel were taken care of in their own Career Services, there would still be tremendous variations in professional specialization remaining within the Intelligence Career Service. An increased amount of rotation in the course of the average Intelligence Officer's career will, I think, necessitate less rigid job specifications than those observed, for example, in DD/I vacancy notices.
3. With all its defects, the present system, in FBIID at least, has the advantage of personal acquaintanceship. We know personally the people whose careers we are shaping, and we like to think, at least, that our people have a certain pride in FBIID. In a large, across-the-board Career Service, this personal factor would tend to be submerged. In FBIID's case there might be a feeling among our employees that they were no better looked after, career wise, than now.
4. I concur that there should be a five-year waiting period before acceptance into the Career Service, and that admittance should be more selective. There will, however, be many problems involved in establishing a five-year development training program for all Intelligence Officers. Practical considerations would appear to make it impossible to put very many present Agency employees into such a program. They might, in time, feel discriminated against in favor of newer employees.
5. In summary, I would not object to the designation across-the-board of Career Services for support, specialist, and intelligence officer personnel, if this can be done without limiting the latitude and authority FBIID now has in planning the promotion, assignment, and career development of its people.

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